

IG/CA Inventory Working Group – 19 May 2004

Mark Zenthoefer – Strategic Sourcing FY04-09 Program Plan

Slide 2 – Program Description

Confusion on PBD712

- Developing module in CAMIS for tracking mechanism being put in place – Amy can inform about structure – need to be aware of conversions taking place to make sure everything is documented correctly

1800 conversions for POM06 – will we be able to show them soon?

- Just because we put the conversions in the POM doesn't mean we get credit – we still need to show the conversions and document them
- Some parts not defined by OSD yet

What are the pilot High Performing Organizations (HPOs)?

- We haven't decided yet – you can look at HPOs and propose something
- Most likely only 200 – 600 FTE to get credit for

Do we need HPO designation to existing MEOs to delay re-compete?

- Building plan to determine when we'll accomplish those and right now we're not re-competing at the end of performance periods
- Not going to redo the whole program – need viable program plan though

Core/Non-core – catalyst for finding functions for sourcing decisions

- Letter has gone to VCNO for signature forwarding ASN (I&E) letter to the major claimants stating what we want to do and adds additional functions from the core/non-core working group

What are the additional functions that they're thinking of including?

- List based on preliminary results of IG/CA – won't match the final inventory – additional to ASN letter (which includes top 5)
- Looked to see where majority of functions were at top of inventory and detail function level that make up large groupings

Slide 3 – Strategic Sourcing Timeline

Timeline only includes the Navy – not USMC

Trying to deal with fact that there is a new study format to work with

- Build program around PBD729 goal – 26,075 positions undergo competition

Will competitions count?

- Competition will count if congressional notification is made

So it's just like the first timeline?

- Yes – in terms of counting billets
- At CNI they are trying to reduce mil billets and replace with civ
- Elimination of billets is conversion

Slide 4 – PBD Goals and Savings Assumptions

Right now savings will occur in claimants that do the competitions

- In the past we estimated savings at 30%
- Doing re-competitions decrease savings

Do they have the option of going mil to cont?

- Yes, that's a competition – to go from mil to cont is a study
- Streamline is to go from mil to civ

Truly cheaper to keep In-House but if a decision is made to convert to contractor then we'll have to deal with that

- If it occurs then we'll deal with it at that time

Why wouldn't you convert mil to civ first at 1:1 to get credit?

- You could do that
- Point is to get where you want to go
- Don't worry excessively about the "what if's" – don't know how we'll deal with it when it comes up but will have to carefully build the cost comparison – we need to understand the outcome before documenting decisions?

Will the Navy be putting out policy on that?

- Don't think there will be a policy for that

If you have only mil conversions, do we have to do a competition before going to a contractor?

- Yes, that's A-76

Numbers on this chart are the revised numbers from the POM

Slide 7 – Tactical Objectives

Need to figure out how we will meet the PBD729 – have associated about 2,500 FTE with conversions but we still have about 23,000 FTEs we have to do something with

Slide 8 – Core/Non-Core Strategic Objectives

Core/Non-Core team will continue meeting to determine objectives

- They want to build a rationale inventory

Suzanne Gonzales – IG&CA Inventory OPNAV Update

Slide 8 – FY2003 Lessons Learned

Any recommendations on J/K coding or are you alright with eliminating and putting in proper manpower mix?

- Can we get the community managers (N13) to look before it comes to us?
 - We could do that, but it didn't work that well in the past
 - Now they're coming up with a model that makes more sense

Does everyone agree with community managers coding first?

- Who will determine what IGs will move up if F is short?
 - There may be some that won't be moved in reality – easy to justify
 - Problem was community managers were calling the commands – we can talk to the community managers first and see what they think, but will make sure the correct manpower mix appears above the line
 - Don't want to mess with their model but could substitute
 - Seeing if it's really unique or not
 - Would doing that delay the process?
 - Yes – it would depend though – right now we're doing a snapshot in time → inventory is not treated as round the year vigilant to make adjustments in TFMMS when needed – what's happening is data is pulled 30 Sept and you think about it until 1 April when it's submitted and then you don't think about it again until September

Is the snapshot current?

- It's current through that period in time – with the current way you don't see data until 4 – 6 weeks after Sept which ends up being 1 Jan due to holidays
- Looking in TFMMS shows current data

What are you trying to fix – what is the problem?

- We spend extra time coding things or they go in and change it after – which one comes first?
 - Hopefully the way things are right now will stay true – F situation from this year should not be an issue in the 04 inventory

Big thing is the air traffic controllers – CNI brought this to life with the Southwest region because they say it's not cost effective to do

- Coding doesn't mean it's cost effective

Slide 9 – FY2003 IG&CA Inventory

On overseas billets – how do you code them?

- Some are L

Slide 10 – FY2003 IG&CA Function Groups by Manpower Mix Criteria Group

This has been focused on during the Core/Non-core working group

- Top groups nominated for PBD729 goals

Slide 12 – FY2002/FY2003 IG&CA Inventory Comparison

Above/below the line numbers for the target

- Civilian number identified as IG will be looked at closely next year
- Will be working on templates that are mostly civilian

Slide 14 – FY2004 IG&CA Inventory

Will include whatever templates we have for part of our guidance – will try to incorporate Navy specific examples to go along with this

Slide 15 – FY2004 IG&CA Timeline

When do you expect inventory back from us?

- Mid-March at the latest
- Will get into more during the Fall conference

Slide 17 – DoD (P&R)

Military to Civilian Conversion Module (MCCM)

- Will be an additional part of CAMIS – will look a lot like the Functions table in CAMIS side, but a few extra fields (approx. 12 fields)

Rumsfeld is saying there are 320,000 military performing non-military duties, so DoD believes there are that many military that can go to civilian or contractor

Navy doesn't get official credit until the position is filled

If we have to somehow show where our role ends– should it be date position is announced or filled?

- Signing of 52 is the only thing we have control of – initiate recruitment action
- Only guidance from DoD is processes we have to use and required fields, awaiting guidance from the DoD civilian personnel policy office.

Unsure how to POM for dollars to replace others

If moving military from one function to another function they want to know where the military is going – should be gone, but we want to make sure it is going to operational manpower mix code

- Manual tracking process?
 - Can leave them on the same BIN

There has been some publicity about using civilians on ships on the Coronado – in Federal Times

- It is unique in it will say USS and will have MSC component on it – 4 ships will be coming up – will also stay at MSC

Slide 18 – Navy

Authorizations identified in the POM didn't match R coded billets for inventory – everyone knows that since it was a snapshot in time they may not be identical.

- Who will make those changes?
 - Still deciding if claimants or OPNAV – N12 or N8 will be putting out guidance in the coming weeks.
- What comes out of N22 is different than N124 – who will be doing data?
 - Working on that and will communicate to make things go smoothly

Dale sent a package to NAVMAC with the new inventory and it should be updated by the end of May

Slide 20 – TFMMS Updates

N124 has not received any input on new website

- We haven't found it to be great due to the amount of time it takes to get on the site – the system is okay once logged in, but it's not great (Pam P. – FSA)

Will contractors be required to be placed into TFMMS?

- Right now there are about 18,000 out of 500,000 – not sure how to get contractor info – if we can't get civilians into TFMMS it's unclear as to how we will be able to get contractors in the system
- There is currently a group working to figure that out – there has been talk about taking an average to come up with a number

What's the incentive for manpower folks to put civilian in TFMMS?

- Is a data field in DCPDS for a BIN – currently working to get an interface but will not be done before redesign is complete
- Goal is that you can't fill a position until you get a BIN number

The BIN field is available now to be entered into DCPDS?

- Field is in there, but not sure if you can enter it

Are HR folks participating in TFMMS redesign?

- Not sure

Slide 21 – TFMMS Redesign

The redesign has been pushed back – it will possibly be completed by January 05

- We have been told civilians can go into the unclassified side of TFMMS

Can we get where some of these numbers came from?

- The inventory is current as of February 2004
- Show what claimants they all come from

Has the new program been included in PB42?

- Yes, the new program will be new studies – OSD hasn't sent out new guidance

Shouldn't there be something from OPNAV saying FAs no longer count?

- We are not sure if they will count anymore – we need to find that out and determine where savings have gone
- FAs do not count towards A-76 goals

LCDR Pat Loonam – Standardized Security Force Billet Coding

Slide 6 – Naval Security Forces

Will you take 9545 take to 0?

- Not sure – it's intense seashore rotation

Would you grow if 9545 went to 0?

- Yes, prefer to have Master at Arms

Civilian personnel number that is currently being reported – it's not the number that we want → number includes 083, 085, 080, 086, 0343, 0381, 0326 (emergency communication).

Contractor number that is currently being reported

Reserve number that is currently being reported – we don't expect this to go lower

Are the reserves CONUS installations?

- No, they are worldwide
- We have created Navy security units – OCONUS units are being established simultaneously as the CONUS units

Trying to get Joint Staff to go to one training site.

MA numbers came from the post validation process and then worked backwards

- Trying to tie all of the components together to meet necessary requirements

One problem across security is there are so many people involved that there is no common language for what everyone is doing – trying to get common references points

Slide 6 – IG/CA Background

Links to excel spreadsheets for structured security only

- Pink = functions we believe to be outsourced right now

This will be an Echelon 2 project

Why are we not looking at partnering with local law enforcement agencies?

- They don't want anything to do with us – don't have the funds to help – jurisdiction issues also come in to play because we only have Federal, not local
- Law enforcement portion can't be outsourced right now because of how the law is written – looking at every possibility for outsourcing right now
- Trying to take a logical approach to everything and not a systematic approach

Truly going to Charlie and Delta sends everybody home

OCONUS bases right now that are over manned and have been since validation was completed – we can take people from them without argument

MSC now has force protection requirements for specific parts of the world

Slide 8 – IGCA Background

Flagpole studies currently going on will help determine the future

We can't get a clear picture of Navy security with the databases that currently exist

Master of Arms billets currently do not fall into any category for inventory

- We are open to ideas that have/have not worked in the past and new ideas
- CNO wants options of ways to expand/decrease community

What is the relationship between ship security force and stateside?

- Personality based – driving to total integrated squadron

Ship security will become part of shore security?

- Trying to integrate and gain situational awareness to make 1 program for ashore and afloat instead of 2 separate programs

Do all security billets have a standard program element code?

- As of the transition to CNI, the only ones we are concerned with are the Navy security personnel

All Navy security forces are now operational forces – considered to have war fighting capabilities

- Aircraft carriers are determining true security requirements on a large ship

Look for things that appear to be disconnected and come up with ideas to help!!!

- Need correct mix of personnel GS- / E- /O- to run and grow a community

Email: ploonam@ncis.navy.mil

We will try to setup something on the Strategic Sourcing website to keep people updated on questions/answers and about what's happening

CAPT John Chandler – Total Force Manpower Assessments & IGCA Coding

Slide 4 – N126

N1 has an oversight to the requirements – stood up this branch for that reason

Slide 5 – Current Total Force Assessments

We need a more structured plan than what is currently in place regarding the 5% reduction requirement

- For POM06 the plan was that any flagpole implementations would be on top of the claimants 5% manpower reductions – reductions will be taken – it's a matter of how they will be taken
- CFFC can make the reductions happen

We need to get the plan in a form so that we can identify the savings and implement a system to get things done

BOD brief is available by emailing john.chandler@navy.mil

The purpose of the flag poles was to learn how services were delivered across all claimants (officers, enlisted, civilians, contractor, etc)

Enlisted Community Reviews is looking vertically at a specific community – challenging how the community is laid out and how the work is being done

Slide 9 – Community Reviews

Reviews are not questioning if work is actual there, they are questioning if it's HT

CNOs #1 priority for this year is to come up with a Human Capital strategy – right now we are using the default plan

Slide 13 – A Sample Command

Didn't know much about IG/CA codes at this point in time

Slide 14 - Summary

Codes are important – using at micro level as we go through studies

Baseline coding is claimants responsibility

Billets that are left blank go to N124 so codes can be assigned to them

What's your view of mil E coding?

- Should work in accordance with CNO policy – will still code them E – air traffic controllers will not be looked at in the short-term (ashore intensive)

Any idea of when results of SEABOD for intelligence target will be distributed?

- In extreme negotiation right now
- One of the things we did was look at seashore rotation and then told the claimants what they should take

One of the problems was that it went to Echelon 2 level instead of claimant level – so claimants hands are tied

Suzanne Gonzales – Strategic Sourcing Codes

NAVMAC can do global changes for going from proposed to programmed to completed

TFMMS is currently being used as a tool to gather information and “flag” billets

- If N1 flagged a billet as a review, then nobody else can touch it

Definitions for characters can be designed based on what we think would be beneficial

Dale Sigman – Battle Force/Battle Force Support

Only pertains when “power coding” the whole UIC

Slide 5 – IG/CA Inventory Activity Table

MARP is still used on green sheets – 4 digit number

GEOLOC – 8 digit number

Slide 6 – IG/CA Inventory Activity Table

“1”, “3”, and “6” are shore duty billets

Slide 7 – IG/CA Inventory Activity Table

If a UIC is disestablished, should we let you know so we don’t have to explain ourselves the following year?

- Don’t want to take off the list – could let us know for verification
- When a code seems to be appropriate, people tend to leave it – trying to get a good list before sending out the data

Need to figure out what makes Battle Force/Battle Force Support infrastructure

Slide 8 – IG/CA Inventory Activity Table by UIC

Matrix made from coding system based on M410

Battle Force means M410/”A” coded

Will start to see some infrastructure type UICs

Will put extra column in front of major claimant before sending out to claimants so there can be an indication of when the UICs were checked

Bob Fraser – Military Billet Essentiality

Right Sourcing – most efficient and effective human capital

- all CA functions will be competed
- mil personnel only perform mil essential functions

Right Sizing – size of total force will be no larger than that which is needed to meet requirements

Right Person – correctly identifying job description and person to fill position

Slide 1 – Review Process

Assumed all billet titles were uniform even though we know they’re not

Slide 6- Essentiality Range by Function

Perspective we took for what is essential

NMT – Navy Military Training

Student Housing – military presence to make sure things aren’t destroyed

How did you determine manpower mix code for medium-hi/medium-low?

- Broke in the center (between medium-hi/medium-low draw a vertical line) to determine what is coded “S” and “R”

ATFP with CO and XO – one of the 2 has to be a mil but other can be civ

Can Essentiality Range by Function be put into template for use by other claimants?

- Yes

Groups of mil billets in each function breakdown - number represents number of people in each function

Need some parameter to make a good template – what can we use?

- Use supply function code to lump them instead of individual functions
- Must link to training SA

SYSCOMS identify separately as supply vs. function they're supporting

What's the difference in an RFC and function?

- One is more detailed than the other

Suzanne Gonzales – Human Resources Management Series Template

Some HR could be coded as 0301 instead of 0201

- Could be admin officer

Each claimant should have at least 1 HR billet – CFFC has them coded as “E”